

Director of Development

Hospice palliative care plays a vital role in Ontario's health care system, providing people with high-quality end-of-life care options outside hospitals. Neshama Hospice is being established at a crucial time to meet the increasing demand for community-based care. With expected completion in Fall 2026, this 12-bed hospice residence in the heart of North York will serve over 250 individuals annually; offering exemplary care in a compassionate, warm, and home-like environment. Founded by the Jewish community and open to all, Neshama Hospice recognizes that dying is not just a physical event – it requires psychological, emotional, spiritual, and social support for both residents and their families.

The Position

Neshama Hospice is seeking a dynamic and strategic leader for their inaugural Director of Development. This individual will be a strong advocate for Neshama Hospice, utilizing their proven fundraising, communication and relationship-building skills to take Neshama Hospice to the next level in fund development.

Reporting to the Executive Director, the Director of Development will be accountable for the direction, leadership and management of fundraising and communications operations. With an ambitious drive, deep relationship-building skills, and understanding of community engagement, they will leverage Neshama Hospice's strong philanthropic momentum to expand revenue generation through a robust strategy and plan. As a key organizational leader, the Director will develop and execute strategic initiatives, engage community partners, forge relationships across the sector, strengthen donor relationships and build and diversify revenue streams. This role offers great opportunities for creativity, development, and growth, while making a meaningful and palpable contribution to hospice care.

This leadership role requires a dedicated, creative and resourceful individual to develop and lead fundraising strategies that support the organization's ambitious goals. Building on the momentum of our over \$30mm capital campaign, the Director of Development will design and implement long-term, sustainable fundraising plans and initiatives to meet budgetary needs and drive revenue growth. They will bring strong grant writing, record-keeping, and revenue tracking skill and the ability to build a purpose-driven team as Neshama grows. This position is critical in translating Neshama Hospice's vision into a sustainable future. The Director will be a strong and articulate communicator, able to represent the organization and build relationships with individuals, community groups, corporations, and foundations. The role requires effective collaboration and the ability to maintain positive working relationships with the Executive Director, Board of Directors, and key external partners.

Key Opportunities and Areas of Focus will be to:

1. Define a fundraising strategy focused on the execution of philanthropic initiatives and the cultivation of new partnerships.
2. Develop and maintain a pipeline to significantly expand the organization's portfolio of donors, including identification, cultivation, solicitation, and stewardship at all levels of our donor community.
3. Research, identify and target appropriate donors and partners whose goals and objectives align with Neshama Hospice's values.
4. Define, develop and execute fundraising campaigns and marketing initiatives aimed at engaging a wider range of stakeholders
5. Implement fundraising best practices across the organization.
6. Foster strategic partnerships and maintain effective relationships with funders, donors and community.
7. Promote the Neshama Hospice brand, maintaining an engaging and meaningful message, tone, and visual identity across all communications.



Experience

The successful candidate will have a demonstrated track record of major gifts fundraising and communications experience, ideally within a health service delivery setting. This senior leadership role requires someone that will promote a culture of philanthropy and a relentless commitment to aspirational fundraising goals, while strengthening strategic partnership opportunities and fostering collaborative efforts with community partners. In addition to having strong relationship building skills, the candidate will demonstrate a profound respect and sense of compassion for residential hospice care. This is an influential leadership role that requires someone that excels at developing teams that can execute all facets of fundraising and marketing, including pipeline development, cultivation, and solicitation of gifts. The incumbent will be an exceptional communicator with a demonstrated ability to think outside the box to bring a vision to reality.

To confidentially explore this opportunity, please email your resume to info@neshamahospice.com. Please specify "Director of Development" in the subject line of your email.

Neshama Hospice is actively engaged in building an intentionally inclusive environment that engages, supports, and empowers employment equity and diversity in the workplace and communities served. We invite applications from Indigenous, Black, and racialized individuals, people with disabilities, 2SLGBTQIA+ persons and women.